THE UNIVERSITY OF NEW MEXICO

To: Distribution List

From: Faculty Research Development Office (FRDO)
Office of the Vice President for Research

Subject: Limited Competition: NSF, ADVANCE: Organizational Change for Gender Equity in STEM Academic Professions (ADVANCE), (NSF 20-554)—Partnership track ONLY

Date: 5/18/2022

Dear UNM Researchers,

The NSF ADVANCE program contributes to the National Science Foundation's goal of a more diverse and capable science and engineering workforce. In this solicitation, the program seeks to build on prior NSF ADVANCE work and other research and literature concerning gender, racial, and ethnic equity. The goal is to broaden the implementation of evidence-based systemic change strategies that promote equity for STEM faculty in academic workplaces and the academic profession. ADVANCE provides grants to enhance the systemic factors that support equity and inclusion and to mitigate the systemic factors that create inequities in the academic profession and workplaces.

Although the solicitation includes four funding tracks, PIs at UNM are ONLY eligible to apply in the PARTNERSHIP TRACK because we currently hold an Institutional Transformation award. The Partnership track supports projects designed to result in the regional or national diffusion and/or scale-up of evidence-based systemic change strategies. Partnership projects are expected to involve two or more partners. Partnership projects must be designed to have a significant reach to individuals and/or organizations with evidence-based systemic change strategies to enhance equity for STEM faculty in academic workplaces and the academic profession. Partnerships are funded up to $1 million for up to five-year long projects.

ADVANCE Partnership projects are also encouraged to propose a mutually beneficial collaboration with one or more projects initiated with NSF funds (NSF-initiated projects) and may request up to an additional $250,000 over the life of the project. The additional funds are intended to support additional work to align systemic change and institutional transformation efforts particularly those impacting STEM faculty and to share equity and intersectional perspectives with other NSF projects. These NSF-initiated projects can be within or outside the institution(s) participating in the proposed ADVANCE project and must fall into one of the following categories:

- Systemic and institutional transformation projects: the institutional change track in the Alliances for Graduate Education and the Professoriate (AGEP) and the Institutional and Community Transformation track in the Improving Undergraduate STEM Education (IUSE): EHR programs.
- NSF INCLUDES National Network: The NSF INCLUDES National Network includes the Coordination Hub, Alliances, Design and Development Launch Pilots, planning grants, and conference projects.

- STEM graduate education projects: such as Alliances for Graduate Education and the Professoriate (AGEP), Innovations in Graduate Education (IGE), CyberCorps (R): Scholarship for Service (SFS), and National Science Foundation Research Traineeship (NRT).

Additional details can be found in the solicitation here: https://www.nsf.gov/pubs/2020/nsf20554/nsf20554.pdf. The deadline for submitting a required Letter of Intent (LOI) to the agency is August 1, 2022. Full proposals are due November 2, 2022. Although the LOI is required, anyone who is eligible and submits one will be allowed to then submit a full proposal.

This is a limited competition. **Each institution is limited to ONE LOI and application as lead institution for the Partnership track.** Please submit a 3-page pre-proposal narrative (plus a two-page CV and draft budget overview) **by NOON on Tuesday, June 7, 2022 via UNM's InfoReady Review portal.** No late submissions will be considered. The pre-proposal should address and will be evaluated on the following key areas that will appear in the final proposal:

Context: Background and contextual information on the focus of the project is necessary to support the need for the project and to describe the potential impact of the project. For partnership proposals, the proposer(s) must also explain the significance of the reach in terms of region and population. Describe the intended reach of the project in numbers and percentages as well as the impact of the project in terms of the expected systemic, cultural and/or climatic change. This will be different depending on the systemic inequity issues that are being addressed, the population(s) of interest, and the proposed strategies.

Activities and Management Plan: The proposed project activities must be fully described in the proposal including evidence of their effectiveness in promoting systemic equity in academic workplaces and/or in the academic profession. Evidence of effectiveness may come from the social or behavioral science research literature on diversity in the STEM workforce, equity in workplaces, organizational change, and organizational culture and climate. The proposed activities should create positive, sustainable, and permanent change. A plan for how the partner organizations intend to manage the program must also be included.

Communication Plan: Communicating the results of NSF ADVANCE projects is critical for sustainability and institutionalization as well as for increasing the adaptation of ADVANCE strategies. Proposals must include plans for sharing information on what worked and what did not work within the organization(s) involved in the project as well as with appropriate external audiences and stakeholders.

Evaluation Plan: Describe your evaluation plan. The summative evaluation should assess the impact of the project activities on equity for STEM faculty, whether the project achieved the overall project goals, identify any unexpected results, and describe the contribution of the project to the objectives described in the activities section.

Should you have any questions please feel free to contact us at limited@unm.edu.

If you are affiliated with HSC, please contact Corey Ford (CFord@salud.unm.edu) or Cassandra Misenar (CMisenar@salud.unm.edu) for more information.